

Background Check Forms, Cont.

Consumer, Investigative, and Direct Reports Authorization, Disclosure and Release

Name		Social Security no.	Date of birth (mm/dd/yyyy)*	
Street address		City	State	Zip Code
Driver's license no.	State of issuance	Any other names used		

By signing below, I hereby voluntarily authorize International Church of the Foursquare Gospel d/b/a _____ (legal name and code number of church, school, camp) ("Foursquare") to obtain "consumer reports" and "investigative consumer reports" about me from a "consumer reporting agency," and reports Foursquare may obtain directly, and to consider these reports when making decisions regarding my employment/volunteer position or potential position with Foursquare. The nature and scope of these reports are as follows. They may contain information on my character, general reputation, personal characteristics, and mode of living. They may also include, among other things, checks, records and/or information regarding: my criminal convictions (including, without limit, court, sex offender, incarceration and DMV records), social security number, current and prior employer(s)/supervisor(s) and/or references I provided, coworkers, neighbors, friends, associates or acquaintances, and verification of college degrees and professional licenses or certifications.

I understand that I have rights under the Fair Credit Reporting Act (and the California Investigative Consumer Reporting Agencies Act and other California law for California residents, the Government Data Practices for Minnesota residents, the Credit Services Organization Act for Oklahoma residents, the equivalent New York FCRA for New York residents, and the equivalent Maine FCRA for Maine residents) including the rights discussed in the separate disclosure statement(s) provided to me.

I authorize any governmental entity, law enforcement agency, institution, information service bureau, school, employer, supervisor, reference, or other person contacted by Foursquare, or their agents or volunteers, to furnish the information described herein.

I release and discharge from liability all persons, agencies, and entities providing the above information or reports about me to Foursquare. To the fullest extent permitted by law, I further release and discharge Foursquare, and their agents, employees and volunteers, from any claims, damages, losses, liabilities, costs and/or expense arising from the retrieving and/or reporting of said information, including any consumer report or investigative consumer report.

I acknowledge a copy or telephonic facsimile of this document shall be valid as the original. If I am presently a resident of Maine or New York, I have reviewed the additional state law disclosure information attached.

Signature	Date
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If you would like a copy of any investigative consumer report sent to you at your address listed above, please check the box below.

- ☐ Yes, I would like to receive a copy of any investigative consumer report which may be obtained on me by a consumer reporting agency.
- ☐ If you would like to receive a copy via email, please provide your email address.

Your date of birth is requested to verify the information obtained is about you and not someone with the same or a similar name. It will not be used for employment purposes.

Background Check Forms, Cont.

Consumer, Investigative, And Direct Reports Disclosure

To be Signed and Dated by Applicant

International Church of the Foursquare Gospel d/b/a _____
(legal name and code number of church, school, camp), when making a final decision whether to offer you employment or a volunteer position, when deciding whether to continue your employment or volunteer position (if you are accepted), and when making other employment/ volunteer related decisions directly affecting you, may wish to obtain and use a “consumer report” and/or an “investigative consumer report” from Foursquare may conduct its own investigation and obtain a direct report.

The terms “consumer report” and “investigative consumer report” are defined in the federal Fair Credit Reporting Act (“FCRA”), which applies to you. As an applicant for employment or as an employee of Foursquare, you are a “consumer” with rights under the FCRA.

A “consumer reporting agency” is a person or business that, for monetary fees, dues or on a cooperative nonprofit basis, regularly assembles or evaluates consumer credit information or other information on consumers for the purpose of furnishing “consumer reports” to others such as Foursquare.

A “consumer report” is any written, oral or other communication of any information by a “consumer reporting agency” bearing on a consumer’s credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics or mode of living which is used or collected for the purpose of serving as a factor in establishing the consumer’s eligibility for employment or volunteer purposes.

An “investigative consumer report” is a consumer report or portion thereof in which information on a consumer’s character, general reputation, personal characteristics, or mode of living is obtained through personal interviews with neighbors, friends, or associates of the consumer reported on or with others with whom he is acquainted or who may have knowledge concerning any such items or information. The Fair Credit Reporting Act provides you with the right to request, in writing within a reasonable amount of time, a disclosure of the nature and scope of the investigation requested (you can find disclosure of the nature and scope of the investigation in the separate form, “Consumer, Investigative, And Direct Reports Authorization, Disclosure And Release”, you received with this Disclosure). You are also entitled to a written summary of your rights under the Fair Credit Reporting Act (enclosed) as prepared by the Federal Trade Commission. Keep the attached pages for future reference.

If Foursquare obtains a “consumer report” or “investigative consumer report” about you, and if Foursquare considers any information in the “consumer report” or “investigative consumer report” when making an employment/volunteer related decision that directly and adversely affects you, you will be provided with a copy of the “consumer report” before the decision is finalized. You also may contact the Federal Trade Commission about your rights under the FCRA as a “consumer” with regard to “consumer reports,” “investigative consumer reports” and “consumer reporting agencies.”

If Foursquare obtains a direct report of public record information about you and considers it when making an employment/ volunteer related decision that directly and adversely affects you, you will be provided a copy of the report/record unless you waive it, except for California residents, who will be provided a copy whether or not they waive it.

Please sign and date below to signify your receipt of this Disclosure, including the FCRA summary of rights.

Signature	Date
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CALIFORNIA RESIDENTS ONLY: Complete this form and the form “Consumer, Investigative, and Direct Reports Disclosure – California Addendum.”

Background Check Forms, Cont.

Consumer, Investigative, And Direct Reports Disclosure – California Addendum (for CA residents only)

To be Signed and Dated by Applicant

International Church of the Foursquare Gospel d/b/a _____
(legal name and code number of church, school, camp) (“Foursquare”), when making a final decision whether to offer you an employment or a volunteer position, when deciding whether to continue your employment/ volunteer position (if you are accepted), and when making other decisions directly affecting your position or potential position with Foursquare, may wish to obtain and use an “investigative consumer report” as defined by the California Investigative Consumer Reporting Agencies Act (California Civil Code Sections 1786 et seq.).

The investigative consumer report may seek information on your character, general reputation, personal characteristics, and mode of living. The reports may also include, among other things, checks, records and/or information regarding: your criminal convictions (including, without limit, court, sex offender, incarceration and DMV records), social security number, current and prior employer(s)/supervisor(s) and/or references you provided, coworkers, neighbors, friends, associated or acquaintances, and verification of college degrees and professional licenses or certifications.

Foursquare obtains these reports from the investigative consumer reporting agency listed above or Foursquare may obtain reports on its own. Pursuant to California Civil Code Section 1786.53, if Foursquare directly obtains a report of information about you that is a matter of “public record,” then Foursquare will provide a copy of the information to you within seven days after Foursquare receives it.

Information about Investigative consumer Reports (California Civil Code Section 1786.22).

An investigative consumer reporting agency shall supply the files and information it is required to maintain (under California Civil Code Section 1786.10) during normal business hours and on reasonable notice.

Files maintained on you (if an investigative consumer report is obtained) must be made available for your visual inspection, as follows:

- In person, if you appear in person and furnish proper identification. A copy of your file shall also be available to you for a fee not to exceed the actual costs of duplication services provided.
- By certified mail, if you make a written request, with proper identification, for copies to be sent to a specified addressee. Investigative consumer reporting agencies complying with requests for certified mailings under this section shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the investigative consumer reporting agencies.

A summary of all information contained in files on you and required to be provided (by California Civil Code Section 1786.10) shall be provided by telephone, if you have made a written request, with proper identification for telephone disclosure, and if the toll charge, if any, for the telephone call is prepaid by or charged directly to the consumer.

The term “proper identification” as used above means that information generally deemed sufficient to identify a person. Such information includes documents such as a valid driver’s license, social security account number, military identification card, and credit cards. Only if you are unable to reasonably identify yourself with the information described above, is an investigative consumer reporting agency allowed to require additional information concerning your employment and personal or family history in order to verify your identity.

The investigative consumer reporting agency is required to provide trained personnel to explain to you any information furnished to you (pursuant to California Civil Code §1786.10).

The investigative consumer reporting agency is required to provide a written explanation of any coded information contained in files maintained on you. This written explanation shall be distributed whenever a file is provided to you for visual inspection as required under California Civil Code §1786.22.

You may be accompanied by one other person of your choosing, who can be required to furnish reasonable identification. An investigative consumer reporting agency may require you to furnish a written statement granting permission to the consumer reporting agency to discuss your file in such person’s presence.

Signature	Date
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